



Elected Officials Benefits Summary

COMPENSATION

Base Salary:

- Mayor*: \$25,826 / year (effective 5/15)
- City Council: \$24,626 / year (effective 5/15)
- City Treasurer: \$12,840 / year (effective 1/07)
- City Clerk: \$12,840 / year (effective 1/07)

Additional Pay for Community Development Commission:

- Mayor and Council: \$75 per meeting (max \$150/month)

Additional Pay for Water Board:

- Mayor and Council: \$100 per meeting (max \$300/month)

RETIREMENT OPTIONS

The City participates in the California Public Employees' Retirement system (CalPERS) program and 457 Deferred Compensation Plan.

CalPERS calculations effective January 1, 2013 are as follows:

- 2% at 62 formula
- 3-year Final Average Earnings (FAE) for final compensation calculation
- 6.75 – 8% is the employee share/ paycheck on a pretax basis.

Apple 457 Deferred Comp. Plan is 3.75% of payroll employer contribution and 3.75% employee share

GROUP HEALTH INSURANCE

You have a choice of several medical plans available through CalPERS. Premium costs are shared by employee and the City. Unused City benefits credits may be used for dental, vision, AD&D, Flex Spending Accounts or received as taxable cash (flex cash) on every pay check.

Medicare (if hired after 3/31/1996) is 1.45% of payroll

Car Allowance:

- \$5,400 / year (Mayor)
- \$4,200 / year (City Council)
- \$2,400 / year (City Treasurer)
- \$2,400 / year (City Clerk)

Cell Phone Allowance: if applicable is \$549 per year as per Administrative Order #69

FLEXIBLE SPENDING ACCOUNTS (FSA)

A flexible spending account allows you set aside pre-tax dollars to reimburse yourself for eligible health care and/or dependent care expenses.

LIFE INSURANCE

City of Carlsbad provides Basic Life Insurance of two times your annual base salary at no cost to you.

VOLUNTARY BENEFITS

The City offers the following voluntary benefits at your expense:

- ICMA Deferred Compensation (pre-tax),
- Supplemental, Dependent Life and Accidental Death or Dismemberment by Standard,
- Accident Ins., Critical Illness Ins., Universal Life and Long Term Care Insurance by Trustmark

* The Mayor's base pay is set to \$100/month more than the City Council's base pay